

**Policy 5300, County Board of Education Relations with County Staff and School Employees
Comment Log**

Comment Period: January 13, 2022 – February 14, 2022

Action

A/S Comment was accepted and supports the proposed policy.

A/C Comment was accepted and resulted in changes to the proposed policy.

N Comment was not accepted.

Date	Commenter	Comments	Action	Rationale
W. Va. 126CSR141. General.				
2/6/22	Christopher Baber	Updated wording, looks good.	A/S	
		§126-141-2. Purpose.		
		§126-141-3. Principles.		
1/4/22	Robert McCloud	I take substantial objection to these proposed changes, especially the language contained in Section 6A. The language as presented is far too vague to be applicable. This section in particular states grounds for immediate dismissal include immorality, incompetence, insubordination, and unsatisfactory performance. The largest problem is what determines each of these . . . if someone is of a different religious background than the majority of the community, does that constitute immorality? If someone does not have a religious preference are they immoral? What if someone believes differently on the political spectrum . . . are they now immoral? What determines insubordination? If someone misses a deadline because they're helping a student is that insubordination? If a teacher disagrees with a program presented by administration and is vocal about it . . . is that insubordination? If a teacher turns their lesson plans in late is that insubordination? The same can be asked of un satisfactory performance and	N	The language referenced in this comment is from W. Va. Code §18A-2-8.

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		incompetence. Personal experience has taught me that an administrator who has never taught my subject, admittedly doesn't understand the subject, can very easily consider you incompetent . . . yet others in the same administration see no issues.		
1/24/22	Jacob Fertig	I disagree with the changes to the policy being made and the addition of school staff being able to be fired for "immorality" that's a pretty generic term. I find it difficult to justify the termination of staff for legal actions based solely upon what a superior may deem moral or immoral.	N	The language referenced in this comment is from W. Va. Code section §18A-2-8.
1/24/22	William	I as a citizen of the state of West Virginia and Bachelor of Arts graduate from Marshall University value our state's education quality. I believe that some right wing politics is hindering it and I believe that the same politics is aimed to undermine educators. "Immorality" and misdemeanors as grounds for dismissal strikes me as a way to sheer off educators that the state can deem "immoral", which at current is any of them that peacefully protest, or are homosexuals, or have a non normative life style. Keeping degenerates out of our schools is perfectly reasonable, but how you define degenerate matters. Work on it, get the extremists out of your ears and pull West Virginia off the bottom of the education barrel.	N	The language referenced in this comment is from W. Va. Code section §18A-2-8.
1/26/22	LuAnn Wright	What constitutes immorality. If it is not clearly expressed in the language, it essentially comes down to the financial drain of lawsuits and another episode of the "Good Ol' Boys Club". The installation of this policy will make this year's teacher "shortage" look like a walk in the park.	N	The language referenced in this comment is from W. Va. Code section §18A-2-8.
1/28/22	Tyler Simms	3.6.a, concerning immorality. Morality is a concept which varies widely between socioeconomic groups	N	The language referenced in this comment is from W. Va. Code section §18A-2-8.

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		<p>and cultures. Immortality being mentioned in this section could provide administration with an option to dismiss employees because of differences in belief rather than a concrete metric. For example, if one is a county BOE member with the belief that it is immoral to loan money and collect interest (see Usury Laws) then this wording opens up discipline for such activities. Not too many people believe that usury is immoral in the modern day, but one needn't look hard to see how this "immorality" language could be used to bind and gag teachers whose lived experience differs significantly from the norms present in our rather hegemonic state. I can understand where this "immorality" language is stemming from, but it is too arbitrary and flexible to be a point which determines one's ability to access employment, and subsequently life, liberty, and the pursuit of happiness.</p>		
	Christopher Baber	<p>Updated wording, looks good. Clearly defined policy, good. Evaluations can now be done on an annual basis at minimum, this may help to keep the workload down for employers but may offer employees too much slack, will need to be careful here. Employees have opportunity to improve performance before termination, this is good. Section 3.6a clarifies reasons for dismissal, thank you. Section 3.6.a.1 prevents a charge of unsatisfactory without an evaluation and must be served in writing, great!</p>	A/S	
		§126-141-4. Severability.		